

The Communique

Working Together for Safe Communities

Volume 22, No. 8 - August 2003

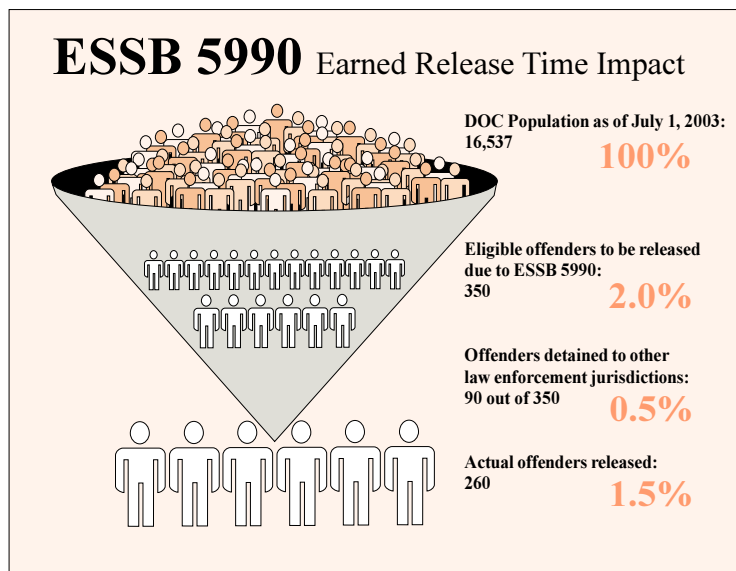
EARNED RELEASE TIME IMPACT

On July 1, 2003, the Department of Corrections (DOC) implemented engrossed substitute Senate Bill ESSB 5990.

ESSB 5990 amends RCW 9.94A.728 to restrict offenders convicted of a serious violent or Class A sex offense committed on or after July 1, 2003 to an aggregate earned release time of 10%. This reduces current earned release time for these offenders from 15%.

ESSB 5990 increases the amount of time early release eligible offenders may receive from up to 33% to up to 50% of sentence. An eligible offender is classified RM (Risk Management) C or RMD and is not confined pursuant to a sentence for:

- Sex offense
- Manufacturing or delivery of methamphetamine or possession with intent to deliver RCW 69.50.401*
- Residential burglary RCW 9A.52.025
- Crimes against persons RCW 9.94A.411
- Felony domestic violence RCW 10.99.020
- Violent offense, or
- Delivery of controlled substance to minors RCW 69.50.406* and, does not have any prior convictions for any of the above



SUPERVISION IMPACT

Effective on the implementation date of ESSB5990 (July 1, 2003), and retroactive for causes currently under DOC supervision, DOC does not have the authority and may not supervise any offender classified RMC or RMD unless they meet one or more of the following criteria:

- Current or prior sex offense
- Current or prior violent offense
- Current or prior residential burglary offense RCW 9A.52.025
- Current or prior offense against person RCW 9.94A.411
- Current or prior methamphetamine manufacture or delivery offense or possession with intent to deliver RCW 69.50.401*
- Current or prior delivery of controlled substance to a minor offense RCW 69.50.406*
- Current or prior felony domestic violence offense RCW 10.99.020
- Offenders with affirmative treatment conditions for substance abuse
- Special Sex Offender Sentencing Alternative cases RCW 9.94A.670
- First Time Offender Waiver (FTOW) cases RCW 9.94A.650, or
- From Out-of-State cases RCW 9.94A.745.

*Includes attempt, solicitation or conspiracy.

SPIRITUAL CORRECTIONS BUILDS COMMUNITY CONNECTIONS

BY MOLLY ERTEL

Incarceration puts the entire family in crisis. To celebrate the work of Spiritual Corrections, an organization that benefits not just offenders but also their families, Airway Heights Corrections Center (AHCC) hosted a ceremony in the Religious Activities Center (RAC) on June 16, 2003. This local nonprofit group built the RAC and plans to break ground this summer for their Family Support Center. Attending this event were DOC Secretary Joe Lehman, representatives of the media and guests from Spiritual Corrections.

In her role as Master of Ceremonies, AHCC Superintendent Maggie Miller-Stout first introduced Bill Davis, who heads Spiritual Corrections' construction projects. Stating simply that his organization "builds buildings," Davis gave a brief overview of their work so far. He stated that planning for the RAC began five years ago with funds and labor from AHCC offenders as well as money donated or raised in walk-a-thons. Their new structure, which will be within walking distance of the



MAGGIE
MILLER-STOUT

facility, will consist of eight bedrooms with private bathrooms, conference rooms, a dining hall, offices, and a fenced-in play area for children. Charging a nominal amount for their rooms, the Center will provide for the needs of offenders' families that travel from a distance to visit and cannot afford the rates of area hotels. A future project of Spiritual Corrections is a second Religious Activities Center to be constructed in the Airway Heights Minimum Security Unit.

Taking up the construction theme, Secretary Lehman noted that families are the basic building blocks of society and have greater influence over offenders than law enforcement agencies. He affirmed the importance of providing a safe place for families of incarcerated men to meet and talk openly about having one of their own in prison without shame or concern for social stigma. It gives them an opportunity to discuss not only the offender's current absence in their daily lives but also the anxiety caused by his eventual return and the adjustments the family must make. It is, therefore, of great importance to support organizations that keep families united and strong. Mr. Lehman thanked the representatives of

Spiritual Corrections for "taking on that task."

Executive Director of Spiritual Corrections Wendy Cronrath followed with some sobering statistics. She stated that more than two million children nationwide have a parent in prison and that these children are five to six times more likely to be incarcerated as adults than children whose parents are not behind bars. She highlighted the need for families of offenders to have a place to meet, network, and be supportive of one another.

This thank-you event culminated in the presentation of a check for \$99,000 to Spiritual Corrections from the Inmate Betterment Fund. Presented by Secretary Lehman and Superintendent Miller-Stout to Mr. Davis, Mr. Lehman emphasized that the funds did not come

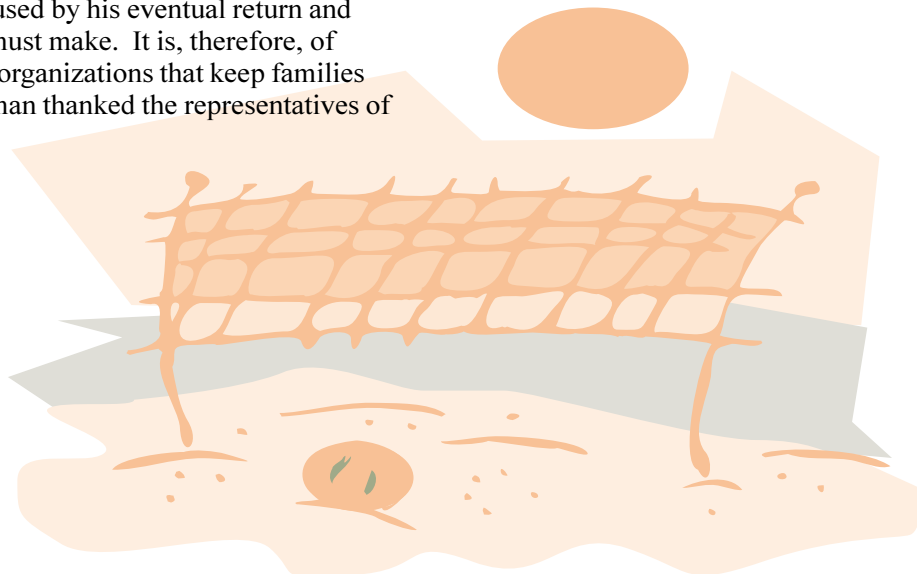


WENDY CRONRATH



SECRETARY LEHMAN PRESENTS CHECK

from tax payers' money but rather from the offenders themselves. While this will get work on the new structure started, Spiritual Corrections will continue to reach out to the community to raise the funds needed to keep the Family Support Center up and running. Their community connections help families maintain ties with offenders, and ultimately, offenders' ties to community.



NORTHEAST CCO CARRIES THE TORCH FOR THE SPECIAL OLYMPICS

BY STACEY VANDEMARK

On May 28, Trina Toro, Community Corrections Officers (CCO) at Eleanor Chase Work Release in Spokane, participated as a member of the Law Enforcement Torch Run relay team for Washington's Special Olympics Summer Games. The 13 member relay team was tasked to carry the torch 391.5 miles, beginning at the Idaho border to McCord Air Force Base for the opening ceremonies of the Special Olympics. The team was comprised of police officers, a nurse, a county employee, a SCOPE volunteer, sheriff's deputies, and the Northeast Region's own Trina Toro. They were accompanied by a patrol car, sheriff's Suburban filled with bottles of water, and their rolling base camp (a Gulfstream motor home!). The team ran legs of 3 and 5 miles nonstop for over 52 hours! Trina, a novice runner, and first time participant, indicated her most memorable moment was running down the summit of Steven's Pass at night under a clear, starry sky, and hearing, but not seeing, waterfalls.

The team began pre-dawn on Wednesday at Stateline, Idaho, and arrived at the ceremonies on Friday, May 30, about two hours early, giving them time to shower! After running UP what is known as "The Puyallup Hill," Trina was unanimously selected by the team to carry the torch into the ceremonies!

The Special Olympics is a competition for people with developmental disabilities. The Torch Run began 19 years ago as a way for law enforcement officers to show support for the Special Olympics athletes. The movement has grown nationally, allowing thousands of athletes to compete annually at local, regional, national, and international levels. Local law enforcement agencies solicited interested participants to support the Special Olympics by running in the Torch Run, and Trina, brimming with enthusiasm, jumped on the opportunity! The driving force behind the team was certainly that of dedication and support to the Special Olympics, enthusiasm, and feeling energized by the athletes in the Special Olympics.

The year 2004 will mark the 20 anniversary of Special Olympics in Washington. Because of the success of the Torch Run, Trina indicated organizers are planning what's being touted as a "4-corners run," consisting of relays coming 45 miles east from Olympia, 100 miles south from Bellingham, 100 miles north from Vancouver, and over 390 miles west from Spokane! The plan is to have the four relays converge at the opening ceremonies, and run in unison, a lap around the track in front of the spectators and athletes.

If you are interested in showing your support in the Special Olympics by participating in the Law Enforcement Torch Run 2004, please contact CCO Trina Toro at 509-227-7012.

FUGITIVE RECOVERY TEAM FORMED BY OLYMPIA FIELD OFFICES

BY ELIZABETH SHAY

Over the past several years the idea of a warrant team in Thurston County has been discussed by local CCO. Recently, CCO's from the Olympia Central and Olympia Main Field Offices have put this idea into action. Dave Thomson, Richard Jordan, and Colby Karlson created a Fugitive Recovery Team that targets high-risk DOC absconders (RMA/B). This team is supplemented by CCO's from both of the Olympia area DOC field offices and works proactively with the Thurston County Sheriff's Street Crime Enforcement Team.



RICHARD JORDAN



DAVE THOMSON



COLBY KARLSON

This collaborative partnership targets high-risk offenders and has successfully apprehended several RMA's and RMB's to date. It also provides an opportunity for local law enforcement and DOC to share intelligence pertaining to offenders that present a risk to community safety. Additionally, this relationship is serving as a catalyst to develop a robust Safety Management and Risk Trends (SMART) Partnership with area law enforcement. Recently, Community Corrections Supervisor Steve Marrs and Redmond Police Commander Terry Morgan joined Steve Cazal, Raenette Campbell, Gary Herness, and members of the Fugitive Recovery Team in a presentation of this innovative program to the law enforcement community of Thurston and Mason counties. The SMART Partnership concepts were warmly embraced by local law enforcement and we look forward to expanding our mutual capacity to provide for community safety.



FORUM

Facts, Outcomes, & Research... Useful for Managing

OFFENDER SUPERVISION STATUS POLICY

BY ELIZABETH K. DRAKE

The Offender Accountability Act has been the impetus for change occurring within the Department. Some modifications have been minor, while others have been a whole new way of life for corrections staff. A change that is quite different from old practice is the new Offender Supervision Status Policy (DOC 380.100) that became effective May 2003. The objective of this FORUM article is to discuss the motivations behind this particular change, and to look at the policy's impact on the way we count the offender field population.

The Joint Legislative Audit and Review Committee (JLARC) consists of Senators and Representatives who oversee, review, and evaluate state agencies. In 2002, JLARC published a report on community supervision and the early stages of the Offender Accountability Act (Report 02-1)*. One of the recommendations made by JLARC was that the Department develop a workload model to accurately reflect the supervision of offenders. This recommendation prompted the Department to contract a consulting firm to conduct a community corrections workload study. The study gave the Department objective information about staff resources and identified workload drivers.

One of the most interesting findings of the workload study was the discovery that staff were spending more time with offenders on limited contact status (LCT) than offenders not on limited contact. This finding was not parallel with the old workload points system, where officers received fewer points for LCT cases. In order to accurately reflect the work being done, the Department developed the new Offender Supervision Status policy (DOC 380.100). This policy states that "The Department shall supervise offenders based on their classification and offender supervision status." This policy eliminates the limited contact category.

OLD METHOD

RMA	4,662
RMB	3,837
RMC	10,043
RMD	7,367
OMA	730
OMB	27,511
MAX	28
MED	66
MIN	65
LCT	11,596
ADA	22,281
ADB	5,238
TOTAL	93,424

NEW METHOD

ACTIVE STATUS	
RMA	6,299
RMB	5,331
RMC	13,512
RMD	8,652
OMA	730
OMB	27,511
UNF (Unclassified)	3,870
INACTIVE STATUS	
ADA	22,281
ADB	5,238
TOTAL	93,424

The second recommendation made by JLARC was that the Department "should maintain and communicate an accurate, consistent, and easy-to-understand count of community supervision cases." Under the new offender supervision status policy, an offender's status is either active or inactive. The charts above reflect the field population under the old and new methods (data as of May 31, 2003).



FOR YOUR INFORMATION..

BOOK/PUBLICATION OF THE MONTH

"Women Probationers: Supervision and Success" by Earlene Festervan. The author writes about her field experiences and how women on community supervision must be managed differently than men.

WEB SITE OF THE MONTH

<http://jlarc.leg.wa.gov/Publications/02-1.htm>

This website has a copy of the community supervision report done by the Washington State Legislature's Joint Legislative Audit and Review Committee (JLARC).

DEFINITION OF THE MONTH

Classification the systematic grouping into different categories based on shared characteristics, and a valid risk assessment instrument will identify distinct groups of offenders with different likelihoods of reoffending.

DOC MONTHLY STATISTICS AS OF JUNE 30, 2003

INMATE POPULATION	16,447
Prisons	15,293
Pre-Release	508
Work Release	646
COMMUNITY CORRECTIONS POPULATION	
ACTIVE SUPERVISION	65,549
Community Custody	22,887
Supervision/PRS	4,940
County Confinement	2,905
Monetary Only	27,556
Misdemeanor	4,746
Other	2,515
INACTIVE STATUS	27,345

ESCAPES FROM SECURITY LEVELS 2-5, FOR FY03

	Date	Type	Return
1. WCCW (min)	07/02/02	Offsite Crew	09/07/02
2. CRCC	08/01/02	Facility	08/06/02
3. CRCC	08/01/02	Facility	NA
4. AHCC	09/24/02	Offsite Crew	09/24/02
5. CCCC	01/29/03	Work Crew	02/07/03
6. CCCC	04/22/03	Work Crew	04/22/03
7. AHCC	06/13/03	Work Crew	06/24/03

TO CONTACT PLANNING AND RESEARCH

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E-mail - PEGGY SMITH Outlook: rpsmith@doc1.wa.gov

Active offenders include RMA, RMB, RMC, RMD, OMA, and OMB as well as Unclassified. Eventually, OMA offenders will phase out since this is a pre-OAA minimum management classification. Offenders classified OMB are those with monetary-only requirements. However, monetary offenders will also become obsolete during the next several months due to Engrossed Substitute Senate Bill 5990 (ESSB 5990), which was passed by the

* This report is available in the Research Library at Headquarters or on the internet at <http://jlarc.leg.wa.gov/Publications/02-1.htm>.

CONTINUED ON PAGE 6 - OFFENDER SUPERVISION STATUS POLICY



SERVICE DELIVERY STANDARDS

SERVICE DELIVERY STANDARDS

BY JANE PARNELL

On April 30, 1997 Governor Locke signed Executive Order 07-03 that directed each agency to implement methods to improve the quality, efficiency, and effectiveness of public services through quality improvement efforts.

On March 5, 2003 Governor Locke noted that, although state agencies had made substantial progress on Quality Improvement, he believed there needed to be greater focus on the “customers of the state of Washington.” Thus, he issued Executive Order 03-01. This order directs all agencies to review their service delivery processes and identify ways to enhance responsiveness.

Specifically, Executive Order 03-01 requires each state agency to institute and implement Service Delivery Standards that articulate expectations of staff as they serve the public. The standards should include:

- Turnaround and response times for frequently requested services
- Expectations related to accessibility and clarity of information
- Expectations related to the courtesy, professionalism and helpfulness of staff, and
- Consistency of treatment in service delivery

In March 2003, Secretary Lehman asked Assistant Deputy Secretaries Lynne DeLano and Marcus Glasper and Quality Administrator Jane Parnell to develop a framework for implementing Executive Order 03-01. This group made the recommendation that the Quality Steering Committee become the Advisory Group for the Department to implement the Executive Order. The Quality Steering Committee was asked to identify:

- What service delivery standards/practices DOC already has in place
- What needs to be done
- Recommendations relative to prioritizing the work involved and
- Recommendations relative to a plan of action

The recommendations developed by the Quality Steering Committee will be submitted to the Deputies Group for final approval. Additional information regarding implementation of Executive Order 03-01 will be available in future issues of the Communique.

EXECUTIVE ORDER 03-01 - SERVICE DELIVERY

WHEREAS, all persons, including owners and employees of large and small businesses, and all who receive services from government agencies deserve to be treated with professionalism and respect; and

WHEREAS, government employees must be seen to serve the public with integrity, respect, courtesy, and a commitment to solving problems; and

WHEREAS, it is desirable to ensure that the Legislature is given full opportunity to participate in the process by which agencies adopt rules;

NOW THEREFORE, I, Gary Locke, do direct each state agency to develop and implement a program to enhance service delivery. Each agency is directed to:

1. Identify areas where improvements are needed in the clarity, consistency, timeliness and/or responsiveness of service delivery to citizens or businesses. Agencies may use surveys, focus groups, interviews, or other data sources to identify areas requiring improvement.
2. Institute and implement Service Delivery Standards that articulate expectations of staff as they serve the public. The standards should include:
 - Turnaround and response times for frequently requested services
 - Expectations related to accessibility and clarity of information
 - Expectations related to the courtesy, professionalism and helpfulness of staff, and
 - Consistency of treatment in service delivery

Agencies are encouraged to review existing best practices in service delivery standards, and may use or adapt existing standards to meet these requirements. Agencies should integrate the development and implementation of their Standards with their ongoing performance management, process improvement and customer satisfaction efforts.

3. Where service delivery processes are determined to be complicated or confusing, modify procedures to clarify requirements, reduce complexity, and increase efficiency.
4. Develop procedures for tracking complaints about service delivery and resolving problems; such procedures should facilitate prompt resolution after a citizen or business makes initial contact with the agency. Designate a clearly identified point of contact to assist the public and businesses in finding the services they need and resolving problems.
5. Provide any training necessary for staff and managers to facilitate use of the Service Delivery Standards and incorporate the Standards as performance expectations in employee personnel evaluations.
6. Involve businesses and other customer groups in implementing this Order. Agencies shall use existing customer or business advisory groups or establish a citizen advisory group as a means of consultation and involvement.
7. Establish performance measures to evaluate progress in service delivery and incorporate those measures into the agency's current performance accountability system.
8. Report on progress in improving service delivery in the Quarterly Report on their agency Performance Agreement with the Governor beginning no later than January 31, 2004.
9. Recognizing that agencies are currently providing copies of proposed rules to the Joint Administrative Rules Review Committee under RCW 34.05.320 so that the Committee can evaluate whether the rule is within the intent of the Legislature and whether the agency is adopting the rule in accordance with all applicable provisions of law, I FURTHER DIRECT that agencies also provide a copy of each adopted rule to the Joint Administrative Rules Review Committee immediately following adoption.

EARNED RELEASE TIME IMPACT (CONTINUED)

SENTENCING IMPACT

Except as provided in RCW 9.94A.650 (FTOW), the Court's authority to impose supervision for non-prison commitment offenders is limited to offenders convicted of sex, violent, crimes against persons, or drug or anticipatory drug offenses (including attempt, conspiracy, or solicitation to commit such a drug offense). Up to one year of community custody supervision may be imposed.

Also under this legislation:

- DOC responsibility to bill or collect Legal Financial Obligations ends with supervision, at which time DOC will notify the Office of the Administrator for the Courts (OAC), as well as the County Clerk in order to provide them with sufficient information regarding the offender so that they can assume the responsibility for billing and collections. However, DOC will continue to be responsible for billing until January 1, 2004 at which time the OAC will take over the billing responsibility. The County Clerk will assume collections responsibility on October 1, 2003.
- Implementation of the new drug sentencing grid that was to go into effect on July 1, 2004, is now effective July 1, 2003.

OFFENDER SUPERVISION STATUS POLICY (CONTINUED)



Legislature in May, and transfers responsibility for these cases to county clerks. Unclassified offenders are those who are still pending their Risk Management Identification (RMI). Notice that the LCT category has been eliminated.

Consistent with the findings from our workload study, this change clarifies that offenders who were previously designated LCT are being supervised at their respective RMI level. For instance, an offender who may have been limited contact under the old method and classified as an RMA, will be supervised as an RMA under the new method. Inactive offenders are those who are classified as ADA or ADB.

These changes will simplify the way we communicate the complex nature of the work being done by correctional staff in the field. In addition, this policy change helps align offenders in supervision categories that more accurately reflect the amount of time an officer actually works on a case.

6TH ANNUAL HOT ROD/MOTORCYCLE SHOW AT CCCC

BY LAUREN LOVE

June 14, 2003, marked the "6th" Annual Hot Rod/Motorcycle show for the residents of Cedar Creek Corrections Center (CCCC). The owners of the Littlerock Grocery, Doug and Nancy Kelly are gracious enough every year to allow us to converge on their business as our starting point. The group includes members of the "Rock To Walk" car club, the Push Rods from the harbor area, a local low rider group - "The United Classics Car Club," members of the Christian Motorcycle Association, and various individual participants.

The residents of CCCC vote on their classic car/truck and bike of the day (Spectator's Choice Award), and at the end of the event, prizes are given out for their favorites. The day includes a live band, refreshments from the kitchen (YUM! - CCCC Cookies), and enjoyment for everyone involved.

The photo depicts what has turned out to be the finale' for the event each year. A Grand "Burn Out" from one of our own DOC employees who participated this year! A thank-you to Superintendent Ruben Cedeno, and the custody staff of CCCC for allowing this event to happen every year.



THE FINALE' WAS PERFORMED BY ONE OF OUR OWN DOC EMPLOYEES IN A 1967 CAMARO

RECEPTION AND ASSESSMENT CENTERS

BY LYNNE DELANO

In 2002, DOC applied for and received an intensive technical assistance grant from the U.S. Justice Department's National Institute of Corrections to develop a comprehensive Reception and Assessment Center (RAC) at Washington Corrections Center (WCC) and the Washington Corrections Center for Women (WCCW).

The grant provided for the funding of consultants who worked with several individuals within the agency identified as key to the success of such a change.

The RAC is a multi-year effort to revise intake processes at each DOC reception center to better reflect principles of the Offender Accountability Act.

Project participants adopted the following mission statement:

WCC and WCCW will serve as the comprehensive RAC's for all new and re-admitted offenders. The primary functions of the facilities will be to complete all required tests and other diagnostics in order to:

- Assess the risk and needs of each offender
- Classify each offender according to their risk and needs
- Develop a facility and/or transition plan
- Provide inmates an orientation to the department
- Provide core programming (when time permits)

This vision for the future RAC's builds upon and enhances many procedures currently in place. It expands to encompass the development of an institutional program plan for each offender or a transitional plan for those offenders with short sentences in order to reduce the risk of re-offense and harm to the community.

RISK & NEEDS ASSESSMENT

This process begins with a review of offenders' criminal history and utilizing a standardized, structured interview format, the risk assessment will encompass several instruments, including, but not limited to the following:

- RMI, including Violence Screen and Level of Service Inventory - Revised
- Psychological Evaluation(s) – when appropriate, additional assessments will be conducted to determine sexual deviancy, risk for violent or suicidal behavior and mental health status.
- Medical and Dental Exams
- Education Assessment
- Vocational Education Assessment
- Chemical Dependency Assessment
- Security designation score
- Sentence Structure to determine placement options

CLASSIFICATION

The above instruments will be interpreted and applied to determine the risk and custody level of each offender, along with their prioritized list of needs.

DEVELOPMENT OF OFFENDER ACCOUNTABILITY PLAN / FACILITY AND / OR TRANSITION PLAN

The RAC's will develop a facility plan for each offender that involves the assessment results, determines the appropriate targeted interventions and applies the Systemic Approach to Offender Programming to determine the programming and placement for each offender within the DOC system. The RAC's will initiate the development of a transition plan for those required by policy when the offender's length of stay is six months or less. If a release of an offender requiring transition planning is to occur from the RAC's, the plan will be completed by the RAC.

CORE PROGRAMMING

In addition to a comprehensive and thorough orientation, the reception centers are to provide some basic, research-based core programming for those offenders with short sentences and those awaiting transport. This may include such programs as cognitive behavior restructuring, short-term chemical dependency treatment, safety courses, alternatives to violence, etc.

Reception® Risk & Needs Assessment® Core Program® Transition

STAFF PROFILE

SW REGION TEAM OF QUARTER

BY ELIZABETH SHAY

Sandra Glover and Clifton Cody of Larch Corrections Center (LCC) were recently recognized as Southwest Region's Team of the Quarter. Ed Hall presented Sandra and Clifton with certificates of appreciation and thanked them for their "above and beyond" efforts with the holiday program at Larch. Sandra arranged for the donation and collection of stuffed animals to be given to inmates' children by Clifton "Mystery Santa" Cody. Clifton has played LCC Santa for fifteen years.



CLIFTON CODY AND SANDRA GLOVER

SW REGION EMPLOYEE OF QUARTER

BY ELIZABETH SHAY

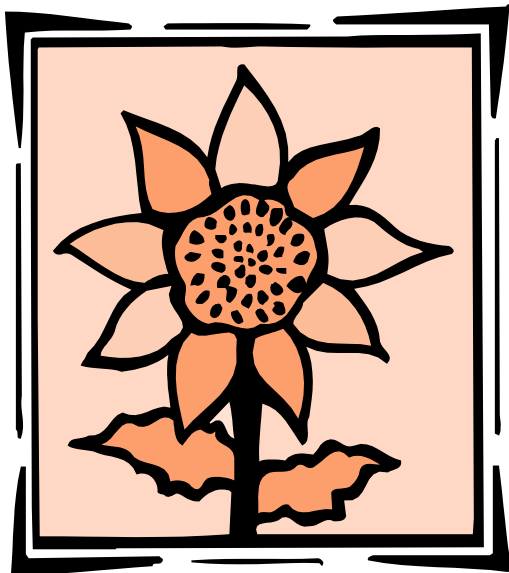
Nina Muehlen was surprised at the May meeting of the Southwest Region Field Supervisors Meeting when Tom McIntyre announced that she had been selected Staff of the Quarter for the region. Nina received a huge round of applause from the supervisors as she thanked everyone for working as a team and making her job rewarding. "It's fun pitching in and helping folks."



NINA MUEHLEN

STAFF PROMOTIONS

Ann S. Adams, Correctional Industries Supervisor Assistant
 Michelle M. Alejo, Licensed Practical Nurse 2
 Stephen G. Banks, Correctional Officer 2
 Christopher M. Bowl, Correctional Officer 2
 Kathi A. Bulman, Community Corrections Officer 2
 Jeffrey David Cook, Correctional Officer 2
 Andrew C. Cozzolino, Correctional Officer 2
 Stephen F. Echols, Recreation Specialist 3
 Franklin A. Findley, Correctional Officer 2
 Nicholas K. Fleury, Correctional Officer 2
 Deborah A. Fullen, Corrections Specialist
 Felix L. Galvez, Correctional Officer 2
 Karen Louis Gleason, Correctional Officer 2
 Randall F. Gregg, Food Manager 1
 Jeff M. Gunsolley, Community Corrections Officer 3
 Aaron J. Heineman, Correctional Officer 2
 Ronwell H. Hernandez, Correctional Officer 2
 Richard C. Howe, Community Corrections Officer 2
 Kathy Jordan, Financial Analyst 4
 Brandon G. Kelly, Correctional Officer 2
 Eric W. Kindvall, Human Resource Consultant 2
 Christian B. Knight, Correctional Officer 2
 Kenneth Jay Knutson, Correctional Officer 2
 Larry G. Kohler, Correctional Industries Supervisor 2
 Kaylea D. Kuhlman, Supply Control Technician
 Judy F. Kuschel, Community Corrections Officer 3
 Tasha F. Laboy, Correctional Officer 2
 Alfredo F. Lomeli Jr., Correctional Officer 2
 Paula D. Loushin, Human Resource Consultant 2
 Joann S. Normington, Community Corrections Officer 2
 Dale Peer, Correctional Officer 1
 Jack W. Perry, Correctional Officer 2
 Cindy L. Pertzborn, Human Resource Consultant 1
 Brad D. Phillips, Community Corrections Officer 2
 Eric John Ralls, Correctional Officer 2
 Alan E. Ripper, Correctional Officer 2
 Trent W. Scoggin, Supply Control Technician
 John D. Servatius, Correctional Officer 2
 Randal Shingledecker, Correctional Officer 2
 Raymond B. Troberg, Correctional Officer 2
 Greg J. Turner, Correctional Officer 2
 Steven M. Worob, Correctional Officer 2



STATE SERVICE AWARD AND PROMOTION INFORMATION PROVIDED BY
 THE DEPARTMENT OF PERSONNEL AND DOC HUMAN RESOURCES.

STATE SERVICE

30 Years

Charles P. Lyons

25 Years

Gordon Jennings
 Curt John Kondrack
 Donald I. MacWilliam
 Gregory C. Miller
 David P. Newell

20 Years

Duane Albright
 Kathryn L. Bruner
 Rita Chapman-Reitz
 Mark D. Christensen
 Michael W. Englander
 Daniel Fitzpatrick
 Maridee F. Garvey
 Terry R. Grindstaff
 William E. Hamby
 Richard Ehayward
 Jocelyn F. Hofe
 Judy L. Jent
 Fred Longoria
 Dana L. Lowman

Roy R. Massey

Nancy J. Miller
 Leon T. Poff
 David S. Pooler
 Dennis G. Simons
 Debra A M Sutton
 Theodore C. Tulloh
 Jerry T. Waldron

15 Years

Stephanie A. Ackron
 Karen P. Adams
 Anita Heberling
 Terri L. Huffman
 Marcia E M Keene
 Annette Lowry
 Rita K. Reynoldson
 Paula J. Riley
 Patricia C. Terry



10 Years

Rodney C. Andreas
 Dale A. Avery
 Patrick Barnes
 James P. Bennett
 Charles Carter
 Charles P. Casey
 Neil G. Chang
 Mary F. Cook
 Reginald A. Davis
 Gary M. Gort
 Edward G. Hawkins
 Scott A. Hubble
 Kevin D. Kettel
 Naomi Lieurance
 Lynn A. Lynch
 Heidi L. Malpass
 Eric W. Nicklin
 Thomas E. Osteen
 Gail A. Robbins
 Scott M. Shapiro
 Richard E. Swan
 Michelle D. Walker
 Clinton Weimeister

DOC MISSION STATEMENT

The Department of Corrections in collaboration with its criminal justice partners, victims, citizens, and other stakeholders will enhance community safety by holding offenders accountable through the administration of criminal sanctions and effective correctional programs.

GOALS

- Provide control and interventions consistent with the offender's risk potential and conditions imposed by the court.
- Hold offenders accountable for harm done to victims and the community.
- Based upon research and best practices, utilize resources and develop programs to impact factors related to criminal behavior.
- Manage Resources efficiently.
- Recruit and retain diverse, professional staff who encourage and model positive community values.
- Develop an organizational culture that embodies quality improvement through staff involvement and collaboration.
- Provide a safe, secure, and healthy environment at all Department facilities and work sites.

THE COMMUNIQUE

PUBLISHED BY THE WASHINGTON STATE DEPARTMENT OF CORRECTIONS



Gary Locke, Governor
 Joseph D. Lehman, Secretary

The Communiqué is the official newsletter of the Department of Corrections. Contributions and suggestions are welcomed and encouraged. Please submit your articles by the **5th of the month** (hard copy, disk, photos, and your address if you would like these items returned) to have them included in the **next month's** publication. Copy should be sent to:

Veltry Johnson, Public Information Chief
Department of Corrections
P.O. Box 41100
Olympia, WA 98504-1101

Newsletter typesetting and design by Becky Jackson - Publications Unit



DOC Internet website location is <http://www.doc.wa.gov>

DOCNET Intranet website location is <http://docnet/>

Daily Communiqué website location is

<http://doc-wb3/usercontents/PIODOCNET/piodocnetindex.htm>